Campus News—Page 2
Better Diagnosis for Prostate Cancer

Today & Tomorrow Calendar—Page 4
Chernobyl Consequences

Benefits Section—Page 6
What Gann Initiative Means to You

Medsounds—Page 8
Kidney Recipient Reciprocates

Volume 1, Number 3, September 13-26, 1986.

UCSF

Newsbreak

SFGH Birth Control Study Tests New Implant

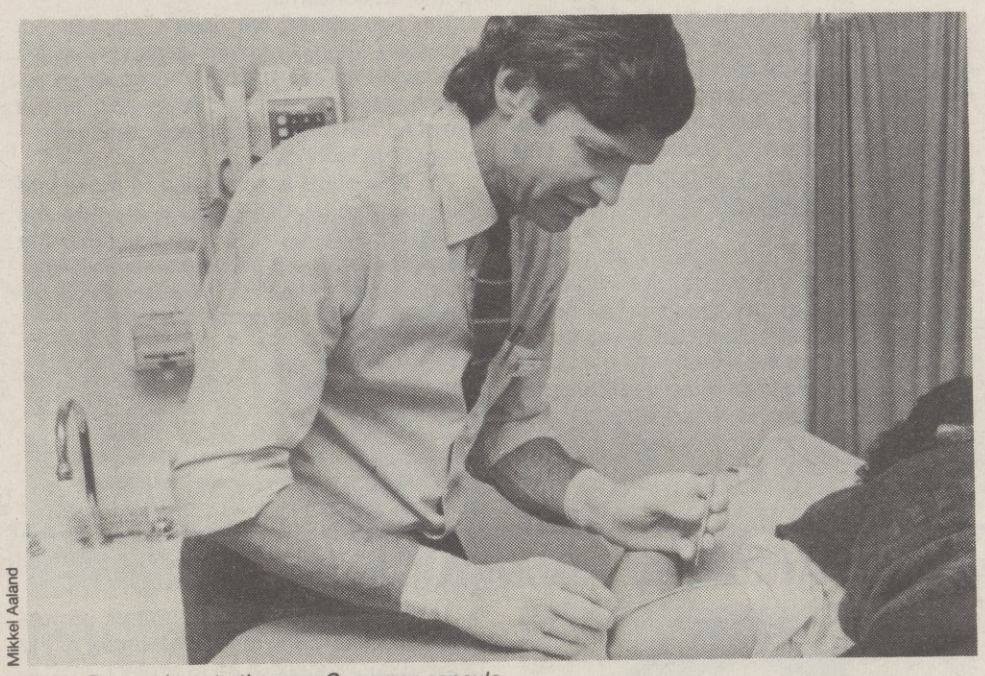
A new long-term contraceptive capsule, inserted under the skin of the arm, now is being tested at SFGH.

The new capsule, called Capronor, is similar to NORPLANT, which has been tested at SFGH and two other institutions in the US for three years. To date, only 1 woman out of 250 has become pregnant in the NORPLANT trial at SFGH, now at the halfway point of the study.

Capronor has advantages over NORPLANT, according to Philip D. Darney, MD, UCSF associate professor of ob/gyn and reproductive sciences. "This capsule is smaller; we use only one capsule instead of two or six inserted under the skin of the upper arm," he said. "It also is designed to dissolve in the arm rather than having to be taken out when the hormone is used up, so we avoid one minor surgical procedure that is required for NORPLANT."

The hormone released by the Capronor capsule is the same as in NORPLANT. Both systems use low doses of a synthetic progestogen called levonorgestrel, which has been used safely for many years in low-dose oral contraceptives.

The NORPLANT implants are effective for up to five years. The Capronor capsule will be effective probably for one year, but that will be determined in the trial studies.



Mikkel Aaland

Philip Darney inserts the new Capronor capsule.

The SFGH Family Planning Clinic is the only place in the US where the Capronor contraceptive method is being tested.

Women interested in particpating in the study should be between the ages of 18 and 40, healthy, sexually active, have had a previous birth, and be willing to use Capronor as their single method of birth control. For further information call 648-7400.

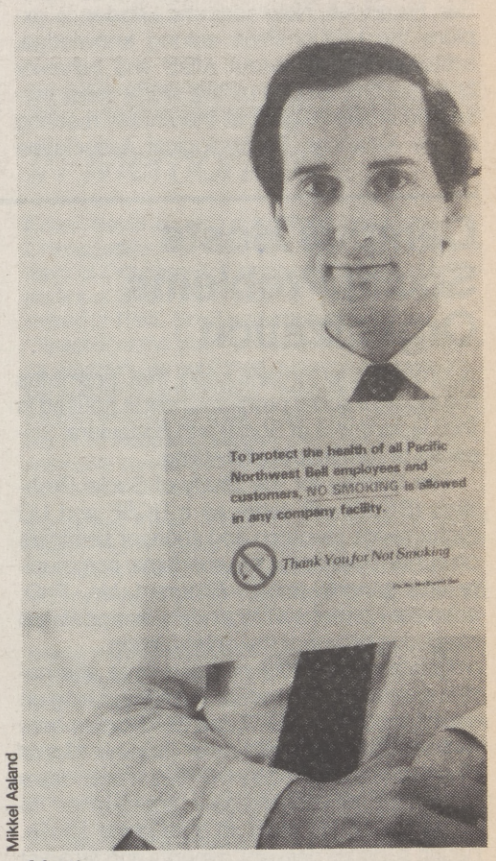
Smoking Ban in Workplace Helps Smokers Quit

One year ago 15,000 employees of Pacific Northwest Bell in Seattle were told they could no longer smoke at work. Within six months of the company announcement 25 percent of the smokers signed up for smoking cessation programs, and no employees have quit their jobs because of the smoking ban, according to UCSF clinical epidemiologist Michael J. Martin, MD, at SFGH.

"The actual number of smokers who tried to quit is probably much larger because many smokers prefer to quit on their own rather than by going to cessation programs," Martin said.

Martin commented on the results of the company's smoking policy in a report published in the September 4 issue of the *New England Journal of Medicine*.

None of the company's 4,000 smokers quit their jobs because of the smoking ban. "A few were irritated enough to write letters complaining about the ordinance," Martin said, "but that was about it." He added that


To protect the health of all Pacific Northwest Bell employees and customers, NO SMOKING is allowed in any company facility.
Thank You for Not Smoking

Mikkel Aaland

Martin

enforcing the ban has not been a problem even though the company has over 800 buildings in three states. To date, there have been no lawsuits concerning the ban and the two unions representing company employees have supported it.

"Much of the ban's success," Martin pointed out, "is because it was applied uniformly to all employees. Employees sometimes have objected to smoking bans that allow those with private offices to smoke while those in large open work areas cannot. This smoking policy applied equally to everyone."

"The results of the Pacific Northwest Bell study also indicate that even the employees who continued to smoke after the ban smoked less," Martin said. "Workplace smoking bans do encourage people to quit or smoke less and if they ever become the norm it will have a profound impact on this country's cigarette consumption."

Tomkins Lecture, Concert Oct. 3: Featuring Those Amazing Bowerbirds . . . and Music Too!

The mating habits of a species of New Guinea birds and the romance of Rachmaninoff will be brought together at the eleventh annual Gordon Tomkins Lecture and Concert on Friday, October 3, from 3 to 5 p.m. in Cole Hall.

UCLA physiologist Jared M. Diamond, PhD, will discuss "Animal Origins of Art," followed by pianist Robin Sutherland's and cellist Emil Miland's rendition of Rachmaninoff's Sonata in G Minor. David Barnett will provide background music for the entire program on the recorder with such diverse tunes as "The Bird Fancier's Delight," "Songs for Canary," "Bullfinch" and "Woodlark."

Diamond for the last several years has been studying a species of bird in New Guinea called bowerbirds. These birds have a truly unique approach to mating: the males become the artists and the females choosy, art collectors.The artist is a brown robin-like bird which constructs little huts called bowers. Each bower is made of a tower of sticks some two feet high which has as its base a circular mat of live green moss. The male decorates his bower with everything from fruit, flowers, butterfly and other insect wings, beetle skeletons, even poker chips and Kodak film containers. Every day the bird freshens his decorations by disposing of any wilted flowers and rotting fruit.

The male bird stands by his "nest" while the female cruises by and checks out his pad. Only after the female noses around several bowers does she make her decision as to who should be her mate. Males mate with as many females as possible (some up to 30). Other males are not so lucky and strike out with all the ladies.

Gordon Tomkins was professor and vice chair of the UCSF Department of Biochemistry and Biophysics from 1969 until his death in 1975. In addition to his scientific work in the study of hormone action, Tomkins was an accomplished classical and jazz musician. The lecture and concert are in commemoration of his leading role in molecular biology, and the development of science at UCSF.

Mikkel Aaland

Ljung prepares a fine-needle aspiration biopsy.

Procedure for Diagnosing Prostate Cancer: More Reliable, Less Painful

A relatively new procedure for diagnosing prostate cancer is proving not only much more reliable than the conventional procedure, but much less painful as well, according to a UCSF pathologist.

"One of its great advantages is that it's no more painful than a blood test," said assistant professor Britt-Marie Ljung, MD.

The procedure is called fine-needle aspiration, and though developed more than 30 years ago in Sweden, it still is making its way into medical practice in the US. According to Ljung, who specializes in the procedure, it is well accepted as a means of taking tissue samples (biopsies) to diagnose thyroid and breast cancers, but fine-needle aspiration biopsies for prostate cancer are being accepted slowly.

"The main problem," Ljung said, "is that physicians need time to develop skill with fine-needle biopsies in order to obtain the best results."

She recently published a study of 103 cases in the *Journal of Urology,* which showed the greatest success of any study so far in correctly diagnosing prostate cancer.

According to the study, the correct diagnosis can be obtained 95 percent of the time with fine-needle biopsy, as opposed to a typical reliability of 75 percent with conventional core-needle biopsy.

Prostate cancer is the third most common cancer in men in this country, striking some eight percent of all men over 50. The American Cancer Society estimates there will be 90,000 new cases in 1986 alone.

Ljung is part of a team in the Department of Pathology providing fine-needle aspiration biopsies for the diagnosis of cancer in the prostate and many other organs.

Laurel Heights Shuttle Begins

A limited shuttle service between UCSF-Laurel Heights and the Parnassus campus will begin Monday, September 15. The shuttle, which will use main, arterial streets, will run every half hour to serve the administrative offices currently housed at Laurel Heights. For a complete shuttle schedule call x61511.

One-Stop Research Shopping for Faculty

What some might consider "just another move," others might see as "one-stop shopping" for faculty. The Office of Contracts and Grants and the Office of the Human and Environmental Protection Committees soon will merge to become the Office of Research Affairs.

Lorraine M. Petrakis has been appointed the new director. John Klimek will be responsible for coordinating contracts and grants activities and Louise Tipton human and environmental concerns.

The two offices are usually interrelated, especially when coordinating responsibilities and reviewing applications for regulated research activities, including areas such as the use of human or animal subjects, and recombinant DNA technology.

The new office is scheduled to move into new quarters at UCSF-Laurel Heights the beginning of next month, but will keep the present separate telephone extensions: Contracts & Grants, x62977; Human & Environment Protection Committees, x61814.

"Celebration of Life" Sept. 20

More than 400 families from Northern and Central California are expected to attend a special UCSF picnic to "celebrate life" on Saturday, September 20, from 11 a.m. to 3 p.m. in Saunders Court.

This annual event, which will have a Mexican fiesta theme this year, is a reunion for children who were patients in the UCSF Intensive Care Nursery or mothers who participated in the UCSF Preterm Labor Clinic, an educational and treatment program directed at reducing premature births.

Invited guests also include children who are participating in the UCSF Nursery Followup Program, an ongoing study which assesses physical and neurological development in high-risk infants, as well as members of the UCSF Parent Support Group, a voluntary organization of parents who either had a critically ill baby in the ICN or received treatment through the Preterm Clinic and now lend their support to other parents.

Deborah Port, RN, is chair of this year's reunion picnic committee.

David Powers

Headache Management Oct. 2

Australian neurologist James W. Lance, MD, will present the fourteenth annual Robert B. Aird Lecture on Thursday, October 2, at 11 a.m. in Room S 664. He will discuss "The Pathophysiology and Management of Headache."

The previous day, Lance will discuss "Disorders of Movement" at the Child Neurology Conference at 4:30 p.m. in Room S 664. Also during the week, Lance will attend ward rounds and conferences at SFGH and the VAMC.

Well known for his work on headaches and neurological disorders, Lance also will lecture at the Neurological Society Meeting on October 1 at 8:30 p.m. at the Westin St. Francis Hotel. He will discuss "Odd Neurological Syndromes."

Lance is chair of the Department of Neurology at the Prince Henry and Prince of Wales Hospitals, Sydney, and professor of neurology at the University of New South Wales.

The Aird Visiting Professorship honors the professor emeritus who chaired the UCSF Department of Neurology from 1947 to 1966.

Study Compares Knowledge, Attitudes About AIDS

General fear of AIDS and anti-gay attitudes are more prevalent where people are less informed about the disease, according to a UCSF study in three cities where the AIDS epidemic and public concern are at different stages.

UCSF researchers last year surveyed some 400 members of the general public, including at-risk individuals, simultaneously in San Francisco, New York and London to explore the relationships among knowledge, attitudes, beliefs about AIDS and behavior change. The results of the study were presented in late August at the annual meeting of the American Psychological Association by Lydia Temoshok, PhD, assistant professor of psychiatry and research director of the UCSF Biopsychosocial AIDS Project.

UCSF News Services

Temoshok

The at-risk group ranked the highest in knowledge about AIDS, followed by the San Francisco general public, London and New York. Knowledge was judged on how those surveyed responded to widely-presented medical information about AIDS and how it is spread. London respondents had the greatest fear of AIDS and strongest anti-gay attitudes, according to the study. They were followed, in order, by New York, San Francisco and the sexual risk group.

UCSF data suggest a four-stage mode of public response to the epidemic. In stage one, represented by London, which had the least time since first becoming concerned about AIDS, there is a generalized fear and behavior change based on a relative lack of knowledge.

In stage two, represented by New York, which had the second longest time since first becoming concerned about AIDS, people are more interested in obtaining information about the epidemic but are not necessarily fearful.

In stage three, represented by San Francisco, which had reported the longest time of the three low-risk public groups since first becoming concerned about AIDS, there is a sufficiently long history of both information and the threat of the disease that a reactionary stance begins to yield to a more informed stance.

Stage four, the final stage of awareness, is achieved by relative few people, mainly those at risk for AIDS.

"It is not clear whether fear and prejudice, which were highly intercorrelated, promote ignorance, or ignorance increases fear and prejudice," said Temoshok. "Regardless, it is clear that public health education efforts should aim at decreasing fear and prejudice, while emphasizing rational and informed attitudes and decisions."

Coauthors of the study were David M. Sweet, MA, and Jane Zich, PhD.

Bunn is Aggeler Lecturer Oct. 7-8

H. Franklin Bunn, MD, professor of medicine at Harvard and director of hematology research at Brigham and Women's Hospital, will deliver the 1986 Paul M. Aggeler Lecture on Tuesday, October 7, at 11:30 a.m. in Carr Auditorium, SFGH. He will discuss "Advances in the Pathogenesis and Treatment of Sickle Cell Disease."

The following day, he will discuss "Chromosomal Abnormalities and Disordered Hematopoesis" as part of UCSF medicine grand rounds in Cole Hall at 11 a.m.

Bunn is coauthor of the book *Hemoglobin: Molecular, Genetic and Clinical Aspects,* which is recognized as the foremost contribution to this field.

The lectureship honors the memory of the UCSF professor of medicine and internationally recognized authority in the field of coagulation, who died in 1969.

Campus Hosts Social Problems Organization

A professional organization that promotes the study of social problems now is housed in the Department of Social and Behavioral Sciences of the School of Nursing.

The Society for the Study of Social Problems (SSSP) will serve as a UCSF and UC Systemwide resource and sponsor seminars on current issues for the academic community and general public. Elinore Lurie, PhD, associate professor, recently was appointed executive officer of the organization.

Established in 1951 to encourage alternative approaches to research and teaching on social problems, SSSP has 1,600 members nationwide. The society's journal, *Social Problems*, published by UC Press, provides a forum for multidisciplinary approaches to current subjects such as substance abuse, health services delivery, minority and feminist issues, homelessness and occupational hazards.

UCSF Council Sees Results

As we all know, UCSF is not made up only of the buildings lining Parnassus. The campus has locations all over the city, including SFGH, VAMC, CED, Oyster Point and Laurel Heights.

Well, last year the UCSF Council set up a committee to help some of these employees in "outlying" areas feel more like they belonged to the campus and to try to figure out why it was difficult for some employees to carry out day-to-day University business.

Here are the results so far:

- Campus Tours and Speakers Bureau is looking at offering Brown Bag Tours in some of these areas,
- shuttle service from CED and SFGH was increased,
- campus courtesy telephones soon will be installed at SFGH,
- information was sent to all SFGH departments on how to get direct UCSF mail service,
- proposal for improved food services at CED is being prepared,
- Development & Training is looking at holding courses in all locations,
- new employee lounge area at SFGH has been set up,
- benefits information is being made more readily available at CED.

The UCSF Council is made up of staff employees who are not represented by an exclusive bargaining unit. This committee will continue to meet throughout the year and welcomes all new members. Anyone wishing to become a committee member should call: Joy Becker, chair, CED; Ginny Barry, SFGH; Joan Florence, CED; Alice Morrow, Laurel Heights; Jan Rogerson, SFGH; or Margaret Warren, Oyster Point.

Payroll Deduction New Option for MU

Need an easier way to renew your Millberry Union membership? Well, beginning with this fall quarter, all eligible faculty and staff may choose payroll deduction as a way to pay for those MU fees.

Fall membership cards go on sale beginning Monday, September 22, at 9:30 a.m. at the Central Desk. Remember, if you want to use payroll deduction, you must show an employee ID number.

Because there is a time lag between actual sign-up and the first payroll deduction, Millberry Union is requiring an upfront payment of $17. For further information call Randy Balch, x62035, or stop by Central Desk.

PhD Program Accepts Applications

The PhD program in human development and aging now is accepting applications for fall admission 1987. Students holding at least a baccalaureate degreee may apply. It is desired that they be trained in the social and behavioral sciences.

For further information write the Admissions Coordinator, Human Development and Aging, 1350-7th Ave., CSBS 237, UCSF 94143-0848.

UCSF *Newsbreak*

UCSF Volume 1, Number 3, September 13-26, 1986. Published by the University of California, Third and Parnassus, San Francisco, CA, 23 issues per year—one every other week except for July, August, December, when there is one every three weeks. Application to mail at second-class postage rates is pending at San Francisco, CA, *UCSF Newsbreak*. Postmaster send address changes to News & Public Information Services, University of California, San Francisco, 532 Parnassus, Room 300, San Francisco 94143-0250.

Deadline for the next issue, which will cover Sept. 27-Oct. 10, will be Tuesday, Sept. 16. Please send campus news to Allen Balderson and Medical Center news to Dawn Finch, both at the above address. Last-minute copy can be taken over the telephone by calling x61541 or x62557.

Michela Reichman, Assistant Chancellor—Communications

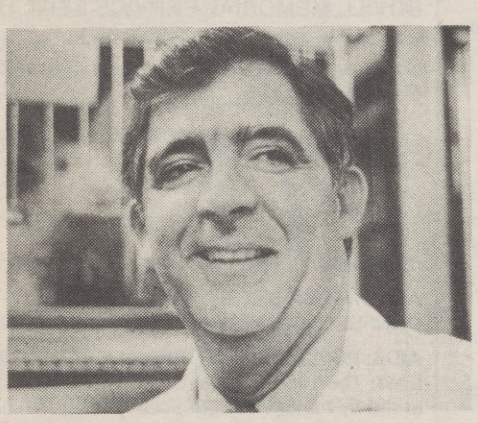
Managing editor: Allen J. Balderson
Med Center writer: Dawn Finch
Calendar, Gazette editor: Donald Hickerson
Designer: Henry Wachs
Production editor: Don McClelland

Gazette

Honors & Awards

David Powers

Herbert W. Boyer, professor, biochemistry: The patent and licensing offices of the University of California and Stanford have received a special joint award from the American Chemical Society for a patent on gene splicing and cloning processes developed in 1973 by Boyer and Stanley Cohen of Stanford. The first such award of its kind, it is given "for insightful and enlightened cooperative licensing of the Boyer/Cohen U.S. Patent...."



David Powers

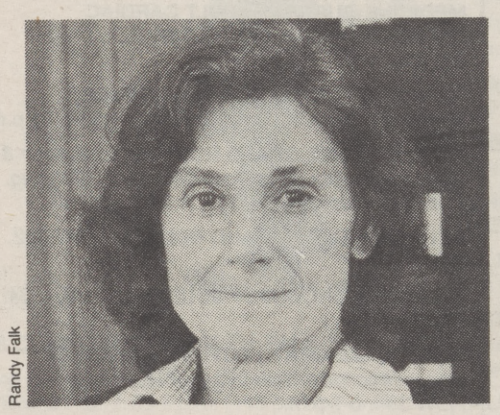
Joseph Spinelli, director, UCSF Animal Care Facility: Leading a delegation this month to the People's Republic of China to assist the Ministry of Agriculture, Animal Husbandry and Fishery in designing an animal care facility for the Harbin Veterinary Research Institute. He is accompanied by **Glenn Claycomb**, mechanical engineer; project manager, UCSF Capital Project Management.

EMR

Keith R. Wilson, assistant vice chancellor, academic services: One of 30 individuals from various American professional schools and graduate research universities selected by the German Academic Exchange Service to participate in the "Germany Today" program. For two weeks in July, Wilson took part in meetings and seminars with leaders of German industry, business and government in Bonn and Berlin. The purpose of the program was to "further the mutual understanding of the constitutional and political structures and the social and economic systems of the two countries."

David Powers

Lloyd H. Smith, professor, medicine; associate dean for special projects & admissions, School of Medicine: Received the Kober Medal of the Association of American Physicians. He also has been invited to be visiting professor at the University of Mississippi, Oct. 12-15.



Randy Falk

Evalyn S. Gendel, clinical professor, psychiatry; director, Sex Counseling Clinic: Appointed to Senior Executive Council of the National Center for Health Education; appointed to editorial board of the *Medical Aspects of Human Sexuality.*

Promotions

Promotions are made available to this publication after they are processed by the Personnel Department.

Steven Abrams, administrative assistant III-supervisor, otolaryngology.

Michael Braunfeld, staff research associate III, biochemistry.

Bonnie Choy, senior typist clerk (b), radiology.

George Clark, buyer II, materiel management.

Edward Farris, senior mail processor-supervisor, mailing division.

George Fry, hospital laboratory technician II, immunogenetics.

Yvonne Hankins, administrative assistant II, neurology.

Robert Hunn, hospital laboratory technician III-supervisor, nursing.

Iris Hurbert, administrative assistant III-supervisor, orthopaedic surgery.

Luisa Manfredi, research protocol assistant II, LPPI.

Laura Mayclin, clinical nurse IV-supervisor, LPPI.

Kim Miller, administrative assistant III, School Of Medicine/pathology.

Sandra Moore-Beinoras, administrative nurse III, LPPI.

Stephen Stolp, staff research associate I, neurology.

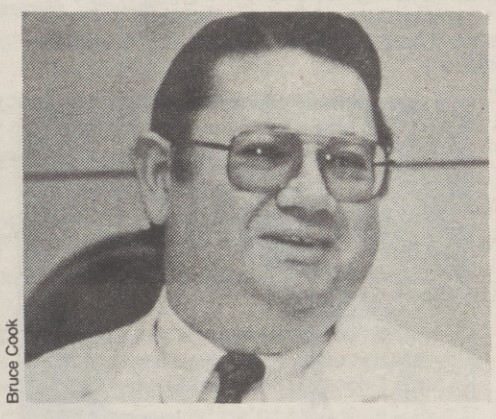
Susan Walker, clinical nurse II, general surgery.

Helen Warvariv, administrative assistant II, neurology.

Shalawn Weitzel, administrative assistant II, Cancer Research Institute.

Mikkel Aaland

Susan Kornblatt, program coordinator, Academic Geriatric Resource Program: Elected chair of the SF Adult Day Health Planning Council; received "Stroke Award" from SF Chapter, American Heart Assn.



Bruce Cook

Theodore L. Phillips, professor & chair, Department of Radiation Oncology: Awarded 1985-86 Gordon Richards Memorial Lectureship by the Canadian Association of Radiologists.

Donald C. Brodie, professor emeritus, pharmaceutical chemistry & pharmacy: Received the Distinguished Educator Award of the American Association of Colleges of Pharmacy for extensive contributions to pharmacy education. He also was named honorary chair of the Board of Trustees of the American Pharmaceutical Association, 1987.

Service Award Recipients

Service awards are issued on staff members' tenth anniversary of employment (or longer, in increments of five years). Names are provided by Personnel as awards are processed. Campus and Medical Center departments should send criteria to Personnel as employees become eligible for service awards.

Shirley Bell, 25 years, nursing

Yee-May Emily Chan, 10 years, clinical labs

Gwendolyn Chilton, 10 years, library

Susan Eastwood, 15 years, neurosurgery

Thelma Everett, 20 years, family & community medicine

Phyllis Fetto, 10 years, Institute for Health Policy Studies

Eva Koenig, 10 years, nursing

John McMillian, 20 years, physiology

Deborah Peltzman, 15 years, Institute for Health Policy Studies

Appointments

Mikkel Aaland

Samuel H. Barondes: Chair, Department of Psychiatry; director, LPPI. Renowned in the fields of psychiatry and neurobiology, Barondes comes to UCSF from UC-San Diego where he was a professor of psychiatry for 17 years. He also served during that time as a psychiatrist at Veteran's Administration and University Hospitals in San Diego. A basic scientist as well as clinician, Barondes' research is on how cells interact and form nervous system connections. The research is fundamental to understanding the link between the nervous system and behavior. Barondes received his MD degree from Columbia in 1958, was trained in psychiatry at McLean Massachusetts General Hospital and in medicine at Peter Bent Brigham Hospital in Boston. From 1960-63 he served as a clinical associate and postdoctoral fellow at NIH.

Publications

Floyd C. Rector, professor, medicine & physiology: Coeditor, *The Kidney* (W.B. Saunders, Philadelphia, 1986).

Russell K. Laros, Jr., vice chair & professor, obstetrics-gynecology: Editor, *Blood Disorders in Pregnancy* (Lea & Febiger, Philadelphia, 1986).

Charles J. Epstein, professor, pediatrics & biochemistry: Editor, *The Neurobiology of Down Syndrome* (Raven Press, New York, 1986).

In Memoriam

Edwin Bovill Jr., vice chair of the Department of Orthopaedics, 1971 to 1984, head of the Department of Orthopaedic Oncology and chief of orthopedics at SFGH from 1962 to 1984. Before he retired in 1985, Bovill was chosen twice as "Teacher of the Year" by the orthopaedic residency program. He published numerous papers on his speciality, orthopaedic traumatology. In 1981 he was elected US chair of the International Society of Orthopaedic Surgery and Traumatology. A memorial service will be held on Friday, Sept. 19, at 3 p.m. in Toland Hall.

Portia Bell Hume. A pioneer in community mental health, Hume helped establish the Langley Porter outpatient mental health clinic. She served as deputy director of the state Department of Mental Hygiene from 1951 to 1961.

David Herman Grimm. A longtime professor of oral surgery, he received his Master of Science degree in oral surgery from UCSF. He joined the faculty in 1943 as an assistant professor and became a professor and chair of the Division of Oral Surgery in 1955. He became assistant dean in 1969 and retired in 1972. Throughout his career, Grimm lectured across the US and in several foreign countries. He authored more than 50 scientific articles and was a prolific contributor to continuing education.

Judith Northrup, assistant clinical professor, psychiatry. A California resident since 1978, she was codirector of rehabilitation, Ralph K. Davies Medical Center until 1982, when she became director of rehabilitation at Laguna Honda Hospital. She founded her own clinic on Capp Street in 1984.

Torrey Tribute Sept. 24

A memorial tribute will be held on Wednesday, September 24, from 8 to l0 a.m. in HSW 301 for Frances A. Torrey, MD. Chair of the Department of Dermatology from 1947-54, Torrey died in February of this year after serving UCSF for nearly 50 years. She was responsible for establishing the UCSF Visible Tumor Clinic and the recently disbanded Hemangioma Clinic. A painting of Dr. Torrey hangs in the Dermatology Clinic on the third floor of the Ambulatory Care building.

Contracts & Grants Awarded

Worachart Sirawaraporn, biochemistry, S/M, $22,000, Rockefeller Foundation, postdoctoral fellowship. Sponsor: Daniel V. Santi.

Harry B. Skinner, orthopaedic surgery, S/M, $22,586, American Federation for Aging Research, *Finite Elements Studies of the Below-Knee Prosthesis.*

Scott J. Soifer, CVRI, S/M, $144,287, National Heart, Lung & Blood Institute - *HV, Arachidonic Acid Metabolism and Perinatal Lung Circulation.*

James L. Sorensen, LPPI, $36,000, SF City & County, *AIDS Treatment with Methadone Maintenance.*

Walter H. Stern, ophthalmology, S/M, $9,000, Fight for Sight, Inc., *Tissue Culture of Retinal Pigment Epithelium & Implantation into the Subretinal Space.*

Daniel P. Stites, laboratory medicine, S/M, $98,700, UC Systemwide Administration, *Development of Immunodominant ARV Peptides for Viral Vaccine.*

Craig Van Dyke, LPPI, $256,759, National Institute Neurological & Communicative Diseases, *NMRI Detected Lesions and Cognitive Function in the Aged PI.*

Girish N. Vyas, laboratory medicine, S/M, $837,869, National Heart, Lung & Blood Institute - *Transfusion-Related Viral Infections and Immune Response.*

Ching-Chung Wang, pharmaceutical chemistry, S/P, $111,918, National Institute of Allergy & Infectious Diseases, *Purine Metabolism in* Schistosoma mansoni.

Malcolm S. M. Watts, Area Health Education Center, S/M, $122,800, Health Resources & Services Administration, *California AHEC System - UCLA Special Initiative;* $140,701, Health Resources & Services Administration, *California AHEC System - UC Davis Special Initiative.*

E. Leong Way, pharmacology, S/M, $34,000, PHS-DA National Institute on Drug Abuse *ADAMHA, N, 17th Annual International Narcotic Research Conference (INRC).*

Barbara A. Winkler, pathology, S/M, $21,000, UC Systemwide Administration, *Computerized Image Analysis of Human Papillomavirus (HPV)-Associated Lesions of the Uterine Cervix: A Cytometric Model.*

John L. Ziegler, medicine - VAMC, S/M, $5,000, UC Systemwide Administration, *West Coast Regional Conference on AIDS & Ethnic Minorities / Conference Grant - AIDS Clinical Research Center.*

Today/Tomorrow

13 Saturday

ANESTHESIA MORBIDITY/MORTALITY CONFERENCE. HSW 301. 8-10 a.m.

FERTILITY AWARENESS WORKSHOP: Sponsored by UCSF Women's Resource Center. Pippa Gordon, SF Health Dept. Family Planning Prog. C 130. 10 a.m.-1 p.m. Sliding scale.

HOSPITALS AUXILIARY EXHIBIT: On display for the month of September in the lobby of Moffitt/Long Hospitals are photos by David Schneider, Robert O'Connell and Kioko Ohwaki and water colors by Valerie Hendrix. A portion of all proceeds benefits patients at the Medical Center at UCSF. To purchase or reserve work, visit the Auxiliary Office, M 182, 8 a.m.-5 p.m., or call x64906.

15 Monday

MOBILE MAMMOGRAPHY SCREENING SCHEDULE

Women now can have low-cost mammograms—x-rays to screen for breast cancer—from a mobile van that travels to convenient shopping or downtown locations in San Francisco and remains for a week at a time.

Women need the approval of their physicians to have the mammogram. The procedure takes approximately 20 minutes and costs only $40. To make an appointment call 990-0459 or 476-2193 between 9 a.m. and 3:30 p.m.

The van will be at the following locations for the next two weeks:

Sept. 15-19: Lick Super on 7th Ave. between Geary & Clement.

Sept. 22-26: Embarcadero on Drumm between Sacramento & Clay.

DERMATOPHARMACY SEMINAR: *Mechanisms of Skin Penetration.* Richard Guy, Pharm. S 940. Noon.

OVEREATERS ANONYMOUS MEETING: N 417. Noon. Call Dolores Phillips, 929-8651.*

LABORATORY MEDICINE CORE CURRICULUM: *Throat & Sputum Cultures.* Elizabeth A. Donegan, Lab. Med. L 535. 2-3:30 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Reliability of Drug Testing in the Workplace.* John Osterloh, Med. L 535. 4 p.m.

PEDIATRIC UROLOGY CONFERENCE. *Bladder Augmentation in Pediatric Urology.* Stephen Kramer, Ped. Uro., Mayo Clinic. M 460. 4:30-6 p.m.

16 Tuesday

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS. C 701. 8 a.m.

SFGH ORTHOPAEDIC SURGERY GRAND ROUNDS. Rm. 4H2, SFGH. 8 a.m.

COMBINED MODALITY BREAST CANCER CONFERENCE. Surg. Clin. Conf. Rm., 6th fl. A. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Meningitis.* Merle Sande, Med. *Bacterial Diagnosis.* Keith Hadley, Lab. Med. Carr Aud., SFGH. 8:30-10 a.m.

NEW EMPLOYEE ORIENTATION: *UCSF Policy, Procedures & Benefits.* Presented every other Tues. All new employees are urged to attend. S 214. 8:30 a.m.-noon. To register call x61645.

INTRODUCTION TO THE MEDICAL CENTER AT UCSF: For new employees at the Medical Center at UCSF. Presented every other Tuesday. 10 a.m.-3 p.m. M 169. Supervisors call Richard, x62316.

SFGH MEDICINE GRAND ROUNDS: *AIDS in Africa.* Nathan Clumeck, Int. Med., U Libre de Bruxelles, Belgium. Carr Aud., SFGH. 11:30 a.m.

OBSTETRICS/PEDIATRICS & ANESTHESIOLOGY CONFERENCE: Julian T. Parer, Ob/Gyn; Roderic H. Phibbs, Ped. & CVRI; Sol Shnider, Anes. & Ob/Gyn. M 1486. Noon.

SFGH GI—MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 3:30 p.m.

BIOCHEMISTRY/BIOPHYSICS SEMINAR. HSW 302. 4 p.m.

17 Wednesday

HAND SURGERY CONFERENCE: *Dupuytren's Contracture.* Woodward Coleman, Plast. Surg. Rm. 4H40, SFGH. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Lourdes Saenz, coordinator, x61662.

PSYCHIATRY GRAND ROUNDS: *Treatment Dilemmas Following Neuroleptic Malignant Syndrome.* Lawrence Cohen & Douglas Vanderburg, Psych. Introduction by Renee L. Binder, Psych. LPPI Aud. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR: *Surgical Anatomy of the Neck.* Orlo Clark, Surg. L 340. 8:15-9:15 a.m.

ENDOCRINE GRAND ROUNDS: *Vitamin D: Changing Clinical Concepts.* Daniel D. Bikle, Med. M 1486. 8:30 a.m.

PRIMARY CARE LECTURE SERIES: *MediCare/MediCal National Health Insurance.* Joseph Barbaccia, FCM. *Clinical Application of Physiological Changes in Aging.* Edmund Lonergan, Med. A 455. 10 a.m.-noon.

MEDICINE GRAND ROUNDS: *Inherited Immunodeficiencies.* Morton Cowan, Ped. Cole Hall. 11 a.m.-noon.

BROWN BAG TOURS LECTURE SERIES: *Early Detection of Breast Cancer.* Edward A. Sickles, Rad. Tapes of all talks available for listening in HSE 345, SIMA unit, UCSF Library. Call x64394. HSW 300. Noon.*

UCSF AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

HEAD & NECK TUMOR CONFERENCE. A 732. 1-3 p.m.

TRISERVICES CARDIOLOGY CONFERENCE. C 130. 4-5 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

SFGH GI-MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

MEDICAL ETHICS GRAND ROUNDS: *Soliciting Organ Donations from Patients: Hospital Policies & the New California Law.* John Peak, SF Deputy City Attorney; Molly Cooke, Med.; Carol Fink, SFGH Critical Care Div. HSW 302. 5 p.m.

UROPHYSIOLOGY CONFERENCE: David Price, Radiol. M 460. 4:30-6 p.m.

PATHOLOGY GRAND ROUNDS: *Inflammatory Skin Lesions.* Phil LeBoit, Path. & Derm. HSW 508. 5:15-6:15 p.m.

18 Thursday

SFGH NEUROLOGY-NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8 a.m.

OPHTHALMOLOGY GRAND ROUNDS: Patient exams & discussion: *Neuro-ophthalmology.* William Hoyt, Oph. *Diagnosis & Management of Dry Eyes.* Jack Whitcher, Oph. S 214. 8:15-10:15 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H40, SFGH. 8:30 a.m.

PEDIATRIC GRAND ROUNDS: *Peptide Regulation of Pituitary & Target Tissue Function in the Primate Fetus.* Robert Jaffe, Ob/Gyn. *Current Concepts in ARDS.* John Murray, Med. S 664. 8:30 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Vision & the VDT.* John Osterloh, Med. A 455. 8:30-10 a.m.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

CHILD & ADOLESCENT SERVICE CLINICAL CONFERENCE: *Childhood Stress—Implications for Childhood Health & Adaptation.* W. Thomas Boyle, Ped. LPPI Aud. 10:10-11:30 a.m.

NEUROLOGY GRAND ROUNDS: *Variations in Language Lateralization: Intracarotid Sodium Amytal Results.* John A. Walker, Neuropsych. S 664. 11:10 a.m.-12:05 p.m.

NEURO-ONCOLOGY CONFERENCE. L 34. 12:30-2 p.m.

ORAL BIOLOGY SEMINAR: *Dental Summer Student Research Symposium.* HSE 332. 1-4 p.m.

COMBINED HEMATOLOGY/ONCOLOGY ROUNDS. M 1296. 1:30-2:30 p.m.

ORTHOPAEDIC SURGERY CLINICAL GRAND ROUNDS. A 630. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1161. 4-6 p.m.

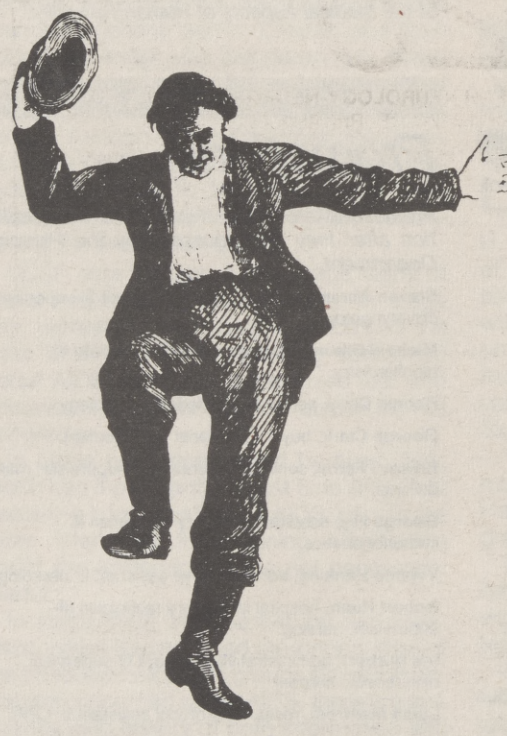
URO-ONCOLOGY CASE CONFERENCE: Perinchery Narayan, Uro. HSW 300. 4:30-5:30 p.m.

PRIMARY CARE GRAND ROUNDS: *Evaluation & Diagnostic Work-up of Perimenopausal Bleeding.* Patricia Robertson, Ob/Gyn. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

RADIATION ONCOLOGY JOURNAL CLUB. L 34. 5 p.m.

PLASTIC SURGERY LECTURE SERIES: *Ear Reconstruction.* William Reus, Plast. Surg. HSW 300. 6-7 p.m.



WELCOME TO UCSF COMEDY NIGHT: Comedians Linda Hill & Tom Kenny with blues keyboardist David Bennett Cohen to entertain new medical and pharmacy students. Everyone invited to attend. Cole Hall. 9 p.m. $3 students, $4 general.*

19 Friday

SFGH MAXILLOFACIAL TRAUMA CONFERENCE. Rm. 4H40, SFGH. 7 a.m.

PULMONARY PHYSIOLOGY SEMINAR. L 1361. 8-9 a.m.

PEDIATRIC CHIEF OF SERVICE ROUNDS. M 666. 9 a.m.

UCSF GOLF TOURNAMENT SEPT 19

Tee off at 10 a.m. Skywest Golf Course, Hayward. Contact Freeman Bradley, x61593.

CLINICAL NEUROLOGY CONFERENCE. A 884. 11 a.m.

PATHS OF HEALING & WHOLENESS SEMINAR: *Yoga-dance as Therapy.* Magana Baptiste. N 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

BOVILL MEMORIAL SERVICE SEPT 19

A memorial service for Edwin G. Bovill, vice chair, orthopaedics, 1971-84. Toland Hall. 3 p.m. (See *Gazette,* pg. 3.)

20 Saturday

ANESTHESIA MORBIDITY/MORTALITY CONFERENCE. HSW 301. 8-10 a.m.

AIDS: PUBLIC HEALTH, PRIVATE RIGHTS & THE LAW: The 1986 Medical-Legal Symposium sponsored by the SF Medical Society & Bar Assn. of SF. Topics include public health concerns, confidentiality issues, AIDS discrimination and liability concerns. SF Med. Soc., 250 Masonic. 8:30 a.m. -12:30 p.m. $25. Call 567-6230.*

UROLOGY GRAND ROUNDS: HSW 300. 10-11 a.m. Preceded by death & complication reports & selected cases. 8:30-10 a.m.

"CELEBRATION OF LIFE" SEPT 20

An invitational reunion for children who were in ICN, or mothers in Preterm Labor Clinic. Saunders Court. 11 a.m.-3 p.m. (See pg. 2 for details.)

22 Monday

OTOLARYNGOLOGY DEPARTMENTAL ROUNDS: *Identification of Voice Disorders.* Charles Reed, Speech & Audio., VAMC. *Partial Laryngectomy.* Michael Kaplan, Otol. S 214. 8-10 a.m.

DERMATOPHARMACY SEMINAR: *Percutaneous Penetration of Pesticides.* J. Knaack, Cal OSHA. S 940. Noon.

OVEREATERS ANONYMOUS MEETING: N 417. Noon. Call Dolores Phillips, 929-8651.*

LABORATORY MEDICINE CORE CURRICULUM: *Isolation of Organisms from Blood, Sweat & Tears.* Lynn Pulliam, Lab. Med. L 535. 2-3:30 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Regulatory Elements of the Immunoglobulin Kappa Genes.* Tristram Parslow, Path., Microbio. & Immuno. L 535. 4-5 p.m.

UROLOGY RADIOLOGY CONFERENCE: Emil A. Tanagho, Uro. M 460. 4:30-6 p.m.

23 Tuesday

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS. C 701. 8 a.m.

SFGH ORTHOPAEDIC SURGERY GRAND ROUNDS. Rm. 4H2, SFGH. 8 a.m.

COMBINED MODALITY BREAST CANCER CONFERENCE. Surg. Clin. Conf. Rm., 6th fl. A. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Approach to Pediatric Ingestions.* Charles Becker, Med. *Near-Drowning.* Brian Aoki. Carr Aud., SFGH. 8:30-10 a.m.

OBSTETRICS/GYNECOLOGY GRAND ROUNDS. S 1364. 9 a.m.

September 13-26, 1986

SFGH MEDICINE GRAND ROUNDS: *Pathogenesis & Therapy of the Complications of Severe Sepsis.* John N. Sheagren, Int. Med., U Michigan. Carr Aud., SFGH. 11:30 a.m.

GANN INITIATIVE FORUM SEPT 23

Several speakers to address entire campus community on Proposition 61 and its effects on all state employees. Sponsored by UCSF Council. Cole Hall. Noon. (See Benefits, pg. 6, for Gann details.)*

NEONATAL MORBIDITY & MORTALITY CONFERENCE: Julian T. Parer, Ob/Gyn; Roderic H. Phibbs, Ped. & CVRI; Sol Shnider, Anes. & Ob/Gyn. M 666. Noon.

SFGH GI—MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 1:30 p.m.

BIOCHEMISTRY & BIOPHYSICS SEMINAR: *Molecular Genetics of the Drosophila Visual System.* Gerald Rubin, Biochem., UCB. HSW 300. 4 p.m.

VOLUNTEER ORIENTATION: To acquaint new & prospective volunteers with opportunities at the Medical Center at UCSF. C 130. 6 p.m.*

24 Wednesday

HAND SURGERY CONFERENCE: Journal Club. S 214 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Lourdes Saenz, coordinator, x61662.

DERMATOLOGY GRAND ROUNDS: *Dermatology at UCSF during the Torrey Decades.* Rees B. Rees, Derm. & Radiol. HSW 302. 8-9 a.m.

TORREY TRIBUTE SEPT 24

HSW 301. 8-10 a.m. (See Gazette, pg. 3, for details.)

PSYCHIATRY GRAND ROUNDS: *How & Why to Study the Development of Cellular Associations.* Samuel H. Barondes, Psychr. LPPI Aud. 8-9 a.m. (For Barondes appointment, see Gazette, pg. 3.)

NUCLEAR MEDICINE SEMINAR: *The Lateral Chest Radiograph with Illustrative Examples.* Steve Ominsky, Radiol. L 340. 8:15-9:15 a.m.

ENDOCRINE GRAND ROUNDS: *Fetal Islet Transportation.* Charles Peterson, Sansom Res. Fdtn., Santa Barbara. C 701. 8:30 a.m.

MEDICINE GRAND ROUNDS: *The Use of Corticosteroids in Septic Shock — National Study Results.* John Sheagren, Med. Cole Hall. 11 a.m.-noon.

BROWN BAG TOURS LECTURE SERIES: *Risks & Benefits of Medical Care.* Eugene D. Robin, Med. & Physio., Stanford. Tapes of all talks available for listening in HSE 345, SIMA unit, UCSF Library. Call x64394. HSW 300. Noon.*

REPRODUCTIVE BIOLOGY SEMINAR. HSE 1309. Noon.

UCSF AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon.*

HEAD & NECK TUMOR CONFERENCE. A 732. 1-3 p.m.

TRISERVICES CARDIOLOGY CONFERENCE. C 130. 4-5 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 1:30 p.m.

SFGH GI—MEDICINE/SURGERY PATIENT CARE CONFERENCE. Rm. 4H2, SFGH. 4:30 p.m.

GU PATHOLOGY CONFERENCE: *Renal Pathology.* Michael Cohen, Path. M 460. 4:30-6 p.m.

PATHOLOGY GRAND ROUNDS: *Cervical Intraepithelial Neoplasia.* Barbara Winkler, Path. HSW 508. 5:15-6:15.

OUTDOORS UNLIMITED SEMINAR: Bay Area Sea Kayakers meeting. MU. 7 p.m.*

FREE COMMUNITY HEALTH TALK SEPT 24

Quitting Smoking & Gaining Weight. Sharon Hall, Med. Toland Hall. 7:30-9 p.m. Free parking available. Call x63206.*

25 Thursday

SFGH NEUROLOGY-NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8 a.m.

OPHTHALMOLOGY GRAND ROUNDS: Patient Exams & Discussion: *Plastics.* Stuart Feiff, Oph. *Treatable Maculopathies.* George Hilton, Oph. S 214. 8:15 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H40, SFGH. 8:30 a.m.

PEDIATRIC GRAND ROUNDS: *Current Status of Hemophilus Influenza Type B Immunization.* Steven Black, Ped. *Day Care: Impact on Children's Development & the Role of the Clinician.* Pam Kaiser, Ped. S 664. 8:30 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Low-Dose Radiation Carcinogenesis & Chernobyl Consequence.* John Gofman, Prof. Emrts., Med. Physics. Carr Aud., SFGH. 8:30-10 a.m.

TAX REFORM SEMINARS SEPT 25

Representatives from UC Benefits and financial consultants from Peat, Marwick and Mitchell to discuss how tax reform will affect campus individuals. Cole Hall. 10 a.m.-noon and 2-4 p.m.

NEUROLOGY GRAND ROUNDS: *Morphology of the Cerebral Cortex: Male-Female, Right Leg, Young-Old.* Marion Diamond, Anat., UCB. S 664. 11 a.m.-12:05 p.m.

PEDIATRIC TUMOR BOARD. L 34. 11 a.m.-12:15 p.m.

UCSF/MOUNT ZION GERIATRIC GRAND ROUNDS: *Physiology of the Menopause.* Laurie Marshall. Herbst Hall, Mount Zion. Noon.

UCSF WOMEN'S RESOURCE CENTER LECTURE: *Visions of Yin.* Mayumi Oda, artist & author of the book *Goddesses.* Toland Hall. Noon-1 p.m.*

SFGH FAMILY PRACTICE GRAND ROUNDS: *Elder Care.* Jerry Peters, FCM. Carr Aud., SFGH. 12:30-1:30 p.m.

NEURO-ONCOLOGY CONFERENCE. L 34. 12:30-2 p.m.

COMBINED HEMATOLOGY/ONCOLOGY ROUNDS. M 1296. 1:30-2:30 p.m.

ADOLESCENT MEDICINE CASE CONFERENCE: *Interaction of Adolescent Health & School Problems.* Mary Rita Crittenden, Ped.; Robert Verhoogen, pediatrician; Biance Hirsch, psychologist, SF Unified School Dist. A 267. 3:30-5 p.m.

ORTHOPAEDIC SURGERY CLINICAL GRAND ROUNDS. A 630. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1161. 4-6 p.m.

PRIMARY CARE GRAND ROUNDS: *State of the Art—Lithotripsy.* Joachim Thuroff, Uro. A 455. 4:30 p.m.

UROLOGY CONFERENCE: *Management of Penile Carcinoma.* Peter Carroll, Uro. 4:30-6 p.m.

RADIATION ONCOLOGY CHAIRMAN'S RESEARCH CONFERENCE: *Hypoxia in Tumors: An Opportunity in Cancer Therapy?* J. Martin Brown, Radiobio., Stanford. L-34. 5 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

COLE HALL CINEMA: *Down & Out in Beverly Hills.* UCSF students & MU members $2.50, general $3. Cole Hall. 5:45 p.m.*

PLASTIC SURGERY LECTURE SERIES: *Velopharyngeal Incompetence.* Richard Kofkoff, Surg. HSW 300. 6-7 p.m.

26 Friday

SFGH MAXILLOFACIAL TRAUMA CONFERENCE. Rm. 4H40, SFGH. 7 a.m.

PULMONARY PHYSIOLOGY SEMINAR. L 1361. 8-9 a.m.

PEDIATRIC CHIEF OF SERVICE ROUNDS. M 666. 9 a.m.

CHILD & ADOLESCENT SERVICE CLINICAL CONFERENCE. LPPI Aud. 10:10-11:30 a.m.

CLINICAL NEUROLOGY CONFERENCE. A 884. 11 a.m.

PATHS OF HEALING & WHOLENESS SEMINAR: *The Healing of Astro-level Energy in the Hospital Environment.* Joanna Cherry. N 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: All are invited. HSE 336. Noon-1 p.m.*

COLE HALL CINEMA: *Down & Out in Beverly Hills.* UCSF students & MU members $2.50, general $3. Cole Hall. 6:30 & 8:45 p.m.*

DEVELOPMENT & TRAINING COURSES

Call x64032.

Labor Relations: Supervisory Series. Tues., Oct. 7-21.

Financial Planning Seminars Overview. Wed., Oct. 8.

Supervisors Training Program. Wed., Oct. 8-Nov. 12.

English As A Second Language. Wed. & Fri., Oct. 15-Dec. 19.

Materiel Management Workshop. Thurs.-Fri., Oct. 16-17.

Performance Evaluation Workshop. Thurs., Oct. 23.

Stress Management Workshop. Tues., Oct. 28.

CONTINUING EDUCATION

NURSING

Call x62993.

Basic Arrhythmia I. M 980. Sept. 16.

Advanced Concepts in Pediatric Nursing. Call for locations. Sept. 18, 19 & 26.

Advanced Vascular Conference. LPPI Aud. Sept. 22.

Left Ventricle Assistant Device. Location to be announced. Sept. 22.

Basic Arrhythmia II. M 980. Sept. 23.

DENTISTRY

Held in C 701. Call x61101.

Endo 1986. Sept. 19.

Emergency Medicine in Dentistry. Sept. 20.

Thermal Surgery. Sept. 26.

Sedation-Patient Management in Dentistry. Oct. 10.

Selected Topics in Stomatology. Oct. 11.

Surgical & Nonsurgical Techniques in Controlling Periodontitis. Oct. 18.

Craniofacial Pain/TMJ Symposium. Oct. 24-25.

MEDICINE

Call x64251 unless otherwise noted.

Fifth Annual Recent Advances in Pulmonary & Critical Care Medicine. Hotel Meridien, SF. Sept. 18-20. Call x65208.

Mind & Medicine: The Relationship between Psychiatry & General Medicine. Milo E. Powell Aud., Fresno. Sept. 20. Call Sharon Balestra, (209) 225-6100, x562.

AIDS Neurology Symposium. St. Francis Hotel, SF. Sept. 19-21.

Conference on the Family: Understanding Common Adolescent Problems. Cole Hall. Sept. 18-20. Call x61482.

Developing Services for Comprehensive AIDS Care. St. Francis Hotel, SF. Sept. 19-20.

Asbestos: Working & Living With Asbestos in the Home. McLaren Bldg, Rm. 250, USF. Sept. 20. Call 642-5507. Cosponsored by UCSF No. Cal. Occ. Hlth. Cntr.

Primary Care Medicine: Principles & Practice. Golden Gate Holiday Inn, SF. Sept. 24-26. Call x65208.

Advances in Treatment of Leukemia & Marrow Stem Cell Disorders. Sheraton Hotel, Fisherman's Wharf, SF. Sept. 25-26.

Rheumatology & Clinical Immunology: An Advanced Course. The Stanford Court Hotel, SF. Oct. 7-10. Call x65208.

Sixth Postgraduate Course in Medical Mycology. UCSF. Oct. 10-12.

The Skin from A to Z. UCSF. Oct. 11-12.

Risk Factors for Cardiovascular Disease: Hypertension, Lipids & Diabetes. Holiday Inn Union Square, SF. Oct. 15-17.

Practical Topics in Pediatric Nutrition. San Francisican Hotel, SF. Oct. 16-18.

Advances in Endocrinology & Metabolism. Holiday Inn Union Square, SF. Oct. 17-19.

Current Topics in Occupational Medicine. Cathedral Hill Hotel, SF. Oct. 27-31. Call x65208.

Legal Issues in Medical Practice. Sir Francis Drake Hotel, SF. Nov. 7-8. Call x61482.

Recent Advances in Occupational Cancer. Cathedral Hill Hotel. Dec. 5-6. Call x65208.

An Update in Neuro-Ophthalmology. Hyatt Union Square, SF. Dec. 11-12.

AIDS & the Nervous System. St. Francis Hotel, SF. Dec. 11-12.

PSYCHIATRY

Group Therapy Symposium. Holiday Inn Bay Bridge, Emeryville. Nov. 7-9. Call x67256.

RADIOLOGY

Call x65731.

Magnetic Resonance Imaging for Technologists. Hyatt Regency, SF. Sept. 13-14.

Spine Update: 1986. Hyatt Regency, SF. Sept. 17-19.

International Conference. Fairmont Hotel, SF. Oct. 23-25.

Diagnostic Radiology Seminars. Maui Marriott. Nov. 3-7.

HELP ELIMINATE SCHEDULING CONFLICTS

In order to help the campus avoid conflicts in scheduling important events, the News & Public Information Services Department has a computerized calendar. It is suggested that faculty, students and staff call x61541 when they are planning an event to make sure nothing has been scheduled for that date. Please note that in order to reserve campus conference rooms and auditoriums, it is still necessary to call Millberry Union at x62571, Room Reservations at x64436, Faculty/Alumni House at x64723, Laurel Heights at x68100 or the individual school or department.

Benefits

Potent Brew in Our Own Back Yard ... Gann Initiative

If you're looking for something to fill the gap while waiting for news from the national front on tax reform, there's a piece of legislation close to home that offers plenty to think about: It's Proposition 61, the California Public Pay Limit Initiative.

No doubt you've heard of it as the Gann Initiative, nicknamed after its initiator Paul Gann of Prop 13 fame.

The initiative goes before California voters November 4. If voted in, it will become an amendment to the state constitution, effective November 5.

If enacted, and if applicable to UC (some question is raised here because of UC's constitutional independence), the direct effects of one provision would reach all employees:

That is, employees would be prohibited from carrying forward their sick leave and vacation accruals from one calendar year to the next.

The compensation-limiting provisions, which essentially set the governor's salary at $80,000 annually, and the *total* compensation for all other public employees (or non-employees working under contract) at a maximum of 80% of this — or $64,000 — would be a hard blow for many of our people, especially teaching faculty and health professionals. And of course, all other salaries would have to go down proportionately.

Total compensation includes benefits. Subtracting the benefit value from $64,000 would adjust the actual salary figure to a $49,000 limit. The scale applies whether the money comes from the State or any other source.

Proponents say the limiting factors of the initiative would reduce, then control the cost of state government.

Critics say California would stand to lose much more in its inability to attract and retain competency in its public positions than it would gain with the limitations.

Furthermore, California's legislative analyst has estimated it would cost the state $7 billion in taxpayer dollars to buy out the vacation time and sick leave accrued by employees.

From the UC point of view, analysts say that, assuming key faculty would be lost to the competitive marketplace, operation of the University's medical and dental schools, teaching hospitals and professional schools would be jeopardized.

All UC employees would be affected by the compensation limitations: The limit on upper-range salaries would require a restructuring of the lower ranges.

Finally, even if the enacted initiative were held inapplicable to UC (which would be decided by the courts after the bill is passed), it is unlikely that the legislature would allow UC to proceed with business as usual while the states, cities and counties are burdened with the restrictions.

It would be convenient to say the preceding covers all the ramifications, but, frankly, it only cracks the nut. Another opportunity to learn about the initiative comes up on September 23 — see the adjacent notice.

More on the Gann Initiative — Sept. 23

On Tuesday, September 23, at noon in Cole Hall, the UCSF Council is sponsoring a forum on this controversial initiative. Several speakers will present their viewpoints and answer questions. All staff and faculty are welcome!

And More on Tax Reform — Sept. 25

If you missed the tax seminar on September 11, here are two more chances to get your questions answered: On Thursday, September 25, representatives from UC Benefits Programs and financial consultants from Peat, Marwick and Mitchell will discuss how the tax reform will affect you as an individual, as well as your participation in the UC Savings Program. Times: 10 a.m.-noon and 2-4 p.m. Place: Cole Hall.

Jobs

The Personnel Department, located at 1350 Seventh Avenue, is open to receive applications every weekday from 8 a.m. to 5 p.m. with extended hours on Wednesdays, 8 a.m. to 6:30 p.m. Details of jobs listed below are available in the UCSF Employment Opportunities flyers. Copies are distributed campuswide and also are posted at the Employment Office and in the main lobby of Moffitt Hospital.

Key:
UNION CODES: CX - Clerical and Allied Services
AFSCME EX - Patient Care Technical
SX - Service
CNA NX - Registered Nurses

Academic

The Senior Vice Chancellor - Academic Affairs distributes an Academic Employment Opportunities bulletin on a monthly basis to all UCSF departments. You may obtain a complete description of open academic positions from Academic Services, Room U 162, UCSF. Positions are located on the Parnassus campus unless otherwise noted.

Assistant Research Chemist. Contrast Media Lab, Radiology. #M-695. Open until filled.

Assistant Professor in Residence. Infectious Diseases Division. #M-697. Open until filled.

Assistant Clinical Professor. Pediatric Immunology/Rheumatology Unit, Pediatrics. #M-698. Open until filled.

Assistant/Associate Professor in Residence. Radiology. SFGH. #M-699. Open until filled.

Assistant Professor in Residence. Division of Rheumatology. SFGH. #M-700. Open until filled.

Associate Specialist. Physiology. #M-701. Open until filled.

Associate/Full Professor. Division of Geriatrics/Gerontology. #M-702. Open until filled.

Assistant/Associate/Full Professor (Ladder Rank/In Residence/Clinical). Anesthesia. #M-703. Open until filled.

Assistant Clinical Professor. Curriculum in Physical Therapy. #M-704. Open until filled.

Assistant Clinical Professor. Dental Public Health & Hygiene. #D-94. Open until filled.

Administrative/ Professional

Project Manager. Capital Project Management. #V-S51586. $40,800-$61,200. Filing Deadline: 9/19/86.

Benefits/Financial Planning Counselor. Vice Chancellor Personnel and Student Services. $37,200-$55,700; Starting Salary. $37,200-$45,000, Commensurate with qualifications. Filing Deadline: 9/30/86.

Administrative Nurse I - Supervisory. Medicine/AIDS/Oncology/SFGH. #M-C47457. $2,693-$3,246. Filing Deadline: 9/24/86.

Administrative Analyst. Medicine/Rosalind Russell Lab./SFGH. #M-CX5225. $2,267-$2,733. Filing Deadline: 9/24/86.

Sciences, Laboratory and Allied Services

Staff Research Associate II. Laboratory Medicine. #H-A51859. $2,070-$2,490. Filing Deadline: 9/17/86.

Staff Research Associate II. Laboratory Medicine. #H-A51860. $2,070-$2,490. Filing Deadline: 9/17/86.

Health Care and Allied Services

Physical Therapist (EX). Physical Therapy. #H-A30970. $2,422-$2,922. Filing Deadline: 9/17/86.

Senior Radiologic Technologist (EX). Radiology. #H-P48373. $2,313-$2,785. Filing Deadline: 9/17/86.

Per Diem Nurse. ACC:Emergency. #H-P43851. $19.73/Hr. + Shift Differential. Filing Deadline: 9/17/86.

Hospital Pharmacy Assistant II (EX). Medicine/AIDS/Oncology/SFGH. #M-C47447. $1,702-$2,032. Filing Deadline: 9/17/86.

Clerical and Allied Services

Administrative Assistant II (CX). LPPI:Health Psychology. #V-B24806. $1,766-$2,108. Filing Deadline: 9/17/86.

Departmental Assistant II (CX). School of Pharmacy: Dean's Office. #V-B45628. $1,766-$2,108. Filing Deadline: 9/17/86.

Secretary II (CX). OB/GYN/SFGH. #M-C45247. $8.94-$10.59/Hr. Filing Deadline: Open Until Filled.

Secretary II (CX). School of Nursing:Family Health. #V-S25154. $1,556-$1,843. Filing Deadline: Open Until Filled.

Sr. Admitting Worker (CX). ACC:Registration/Lobby. #H-A43859. $9.12-$10.80/Hr. Filing Deadline: 9/17/86.

Senior Clerk (CX). Student Health Service. #V-S51511. $7.86-$9.12/Hr. Filing Deadline: Open Until Filled.

Service

Laundry Machine Operator (SX). Laundry. #H-C42260. $9.12-$10.36/Hr. Filing Deadline: 9/17/86.

Inpatient Nursing

For more information on the following positions, call nurse recruiter Lynda Purves, x62252.

Administrative Nurse III. Acute Dialysis. $2956-3568.

Administrative Nurse I. Coronary Care.

Clinical Nurse II. Neurosurgery/Neurology. $14.09-16.21/hr.

Clinical Nurse II. Coronary Care Unit. $14.09-16.21/hr.

Clinical Nurse II. Cardiothoracic/Vascular/Eye Surgery. $14.09-16.21/hr.

Clinical Nurse II. Pediatric Medicine. $14.09-16.21/hr.

Clinical Nurse II. Acute Dialysis. $14.09-16.21/hr.

Clinical Nurse II. Pediatric Intensive Care Unit. $14.09-16.21/hr.

Clinical Nurse II. Intensive Care Nursery. $14.09-16.21/hr.

Clinical Nurse II. Neurosurgery. $14.09-16.21/hr.

Clinical Nurse II. Acute Medicine.$14.09-16.21/hr.

Clinical Nurse II. Ortho/Micro Surgery. $14.09-16.21/hr.

Clinical Nurse II. Intensive Care Unit. $14.09-16.21/hr.

Clinical Nurse II. General Surgery. $14.09-16.21/hr.

Clinical Nurse II. Pediatric Clinical Research Center. $14.09-16.21/hr.

Clinical Nurse II. Medical/Cardiology. $14.09-16.21/hr.

Clinical Nurse II. Admit/Recovery/Well Baby Nursery. $14.09-16.21/hr.

Clinical Nurse II. Kidney Transplant Unit. $14.09-16.21/hr.

Clinical Nurse II. Neuro Intensive Care Unit. $14.09-16.21/hr.

Clinical Nurse II. Critical Care Float Unit — Adult. $14.09-16.21/hr.

Clinical Nurse II. Gyn/Uro/ENT Surgery. $14.09-16.21/hr.

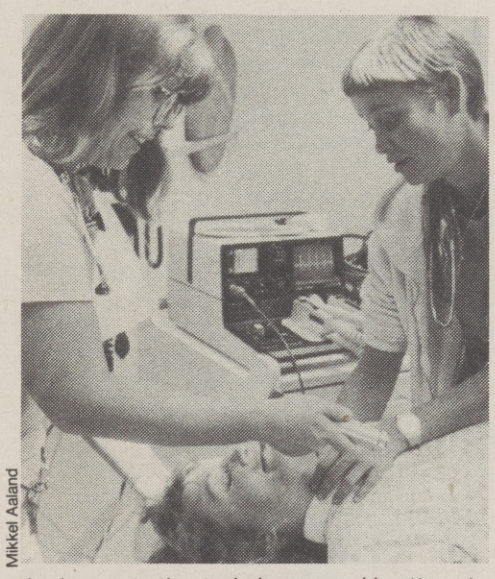
Clinical Nurse II. Cardio Vascular Special Care Unit. $14.09-16.21/hr.

Medsounds Continued

Two Departments in the September Spotlight

Since National Housekeeper's Week (Sept. 7-13) has just come to a close and Emergency Medical Services Week (Sept. 21-27) is coming right up, how about a quick profile of each of these departments — in recognition of roles they play every day of the year:

Emergency



Mikkel Aaland

In demonstrating techniques used in attempting to revive a "code" patient (one with no or next to no pulse or breath), Emergency nurses Amy Beckman and Kristi Bailey begin intubation; i.e., inserting a tube down the windpipe to create an airway.

Our Emergency Department, located at the northeastern tip of Long Hospital, consists of 26 nurses, 4 clerks, 3 hospital assistants and 1 administrative assistant, plus rotating attending physicians and residents.

Each month they treat 1,800-2,000 patients, of whom about 250 subsequently are admitted into the hospital. Except for trauma cases (which usually are directed to San Francisco General) they treat almost every kind of patient. In fact, because of their hours — 24 hours a day, 7 days a week — their patient care takes on some added dimensions:

For one, they get involved with the in vitro fertilization program (in which eggs are fertilized outside the body and then implanted back into the womb). "The process requires blood tests at varying times, " says administrative nurse Pat Mattox, "and since we're always open and available, the tests normally are done here."

This constant availability also leads to such off-hour roles as that of visitor information center — or substitute employee health center. "Sometimes we're the only ones around to help out or answer questions," says Pat.

Other interesting dimensions include 24-hour emergency dental care, pediatric services after 5 p.m. and on weekends, and their role as liaison for the Med Center's surgical reimplantation (limb re-attachment) service.

What kind of employee thrives here?

"A quick thinker, someone who enjoys a challenge," says Pat, "and someone who likes something different every day. You never know what to expect here. It can be totally quiet one moment, and near-havoc the next."

Environmental Services

After Nursing Service, this is one of the most heavily populated departments in the Medical Center — with 190 employees.

Their function is similar to three other departments on campus. What makes Environmental Services unique is that their territory covers all the patient-related areas. And when you think about it, this is pretty heavy responsibility! Their work has to undergo the scrutiny not only of supervisors and other staff, but also of patients (not to mention the soon-to-arrive JCAH).

There are advantages that come with the territory, however. "The staff generally enjoys the patient contact," says Margaret Schneebeli, a 23-year employee of the department and editor of their excellent monthly newletter. "And sometimes it can lead to the use of other skills. Quite frequently, members of the department are called upon to translate for patients."

One of the particular challenges for the department at present is keeping up with the ongoing Moffitt renovation, says Margaret. "We really have to stay on our toes to keep up with the clean-up!"

Something of note about Environmental Services is its rate of long-term employment. One staff member — Edward Johnson, Jr. — has been with the department 38 years. William Greene has 31 years under his belt. And at least 13 other employees have been with the department 20 or more years!

Mikkel Aaland

Environmental Services "old timers" Bob Bradley (22 years), Margaret Schneebeli (23 years), James Hill, Jr. (26 years) and Edward Johnson, Jr. (38 years).

Better Watch Out for the Ballroom Dancing Bug

On 11-Moffitt, we may have an epidemic on our hands. It's called the ballroom dancing bug.

It began with Gina Covel, a clinical nurse II who works nights. Gina caught the fancy from one of her neighbors about eight months ago, began taking lessons, met her dancing partner-to-be Ron Campbell, and boom! She had the bug.

One thing's for sure — it's very contagious: Now she has three fellow nurses — Vicki Yin, Maria Hidalgo and Corinna Cicuttin — taking lessons, too. And a word of warning to these three: If Gina is any kind of example, the bug just keeps growing stronger!

After these few short months as partners, Gina and Ron already are entering amateur competitions — and winning! They recently took second place among twelve couples in a competition in LA, another second among 20 couples here in San Francisco, and the coming weeks are heavily booked with more competitions up and down the state.

There are a couple of small considerations related to their rapid rise to the top: Ron, a San Francisco resident who is "in computers," as explained by Gina, has been ballroom dancing about five years now. And Gina, who really was a novice when she began eight months ago, is an erstwhile disco enthusiast. As a resident of LA during the disco era, she knew all the latest steps, and in her circle was somewhat famous for it.

Gina and Ron compete in what is called the "smooth dance" category, a roster of dances that includes the waltz, the quick step, the fox trot, the tango and the Viennese waltz. In competitions to date they have danced the first three, but in a competition coming up on October 4 and 5 at the Cathedral Hill Hotel here in San Francisco, they're going to try the tango.

And they'd love to see some of their friends among the audience. Just remember the risks!

Mikkel Aaland

The latest in nursing fashions? No, it's Gina Covel in the gown she wears for competitions.

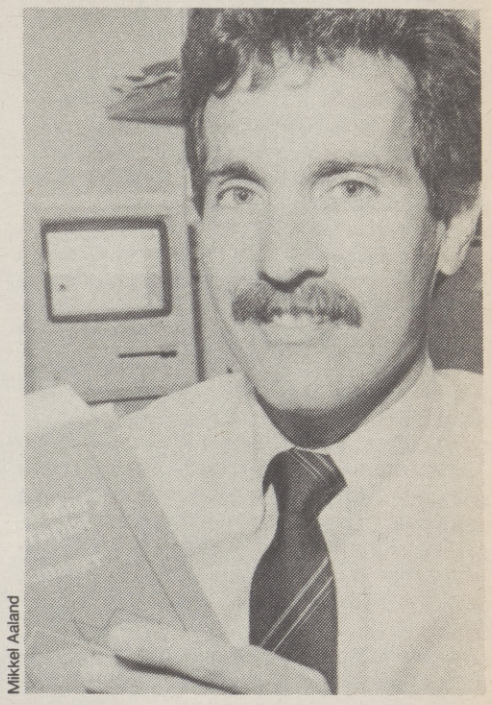
Express Your Opinion, Oct. 20-31

It's almost time for Employee Opinion Survey #2, so start gathering your thoughts! If you took part in #1 a year ago, you know this is your chance to express your views about the Med Center and your role therein *very* candidly. (The results are tabulated by outside consultants).

This is for everybody — day, evening and night people, line staff, supervisors and managers. The surveys will be conducted during one-hour sessions the last two weeks of October. If you aren't signed up already, check with your supervisor.

Why are we doing this again? After all the extra efforts this past year to improve the Med Center environment, it's time to do a little progress charting!

Author, Author



Mikkel Aaland

Jim Fink and his newly published book.

Jim Fink and his older brother Art have maintained very close career ties over the years. Both have their roots in respiratory therapy, first as therapists, then as educators; and each has watched and encouraged the other's career as they have worked up through the ranks into management. These days their work keeps them halfway across the nation from one another — Jim is the technical director of our own respiratory therapy deparment, and Art is assistant administrator at Kelling Hospital in Waverly, Missouri. But the miles haven't stopped their interaction a bit. In fact, they've just written a book together, *The Respiratory Therapist as Manager.*

"I know, you're thinking it's not exactly the kind of book that's going to make the *New York Times* Bestsellers List," chuckles Jim. "But look at it this way: There are 8,000 hospitals out there with respiratory therapy departments. All of them have managers and supervisors. But there is no formal training program in management. The normal progression is that a clinical therapist does a good job, gets a promotion, and suddenly finds himself in management, probably without any background — and probably without knowing whether he can or even *wants* to be a manager."

The crux of the issue is that Jim and his brother saw a need for this book; nothing else like it existed. Both had learned a great deal from their own experiences. And if they could put what they had learned into words, perhaps this information could be very useful to the rest of the respiratory therapy world.

They approached two medical publishers, Lippincott and Year Book, the latter with whom Jim already was involved, reviewing texts. Year Book bought the idea right off, and set up a contract calling for a completed manuscript in a year's time.

"Well, it took me nine months to get the first page written!" says Jim. "Having an idea is one thing, but when it actually comes to sitting down and writing it, that's something else. All of a sudden you get these thoughts like 'who on earth am I to be telling the rest of the world how to be a good manager?' "

Once they got past the first page, however, things really rolled. The aftermath of nine months of false starts was three months of furious writing: While Art worked on theory from his desk in Missouri, Jim constructed countless models for practical application. They both worked on developing interesting case studies ("Here's the situation — how would you handle it?"). And yet another brother — Bob, of Berkeley — coordinated the computerization of the whole project.

The end of the story is that once they got it to Year Book (on time, by the way), the publishing process took another year and a half. At the beginning of summer they finally had the finished product in their hands — a shiny, blue, hardbound 542-page masterpiece: *their book.*

"Really, you can call it *our* book only if by 'our' you mean our whole department and our whole hospital," says Jim. "As models for effective management, I drew heavily from people and situations here at UC. And I totally relied on the people in my own department for everything imaginable....I have to mention Mike Mahlmeister, our education director; and Chris Banzhaf, our assistant technical director; and Al Lopez, who's in charge of equipment; and Maria Rivera, for her support....It's their book, too.

Medsounds

Volume 1, Number 3, September 13-26, 1986.

Kidney Recipient Reciprocates

On July 17, Suzy Coxhead, an employee of Wells Fargo Bank in San Francisco, celebrated the 20th anniversary of her kidney transplant here at UC. She was one of our first patients for this procedure — number 30, in fact, of what now totals 2,714 kidney transplants performed.

The quality of her life these past 20 years has been very good. She gives a lot of credit to both the Center here and transplant technology in general. And, in the spirit of "turn about is fair play," Suzy recently began a six-month internship with our transplant service to promote organ donation.

The internship is sponsored by Wells Fargo Bank as a part of their Social Service Leave program. "Employees are invited to submit a proposal for a project in the non-profit organization of their choice," explains Suzy. "Each year, four employees are granted up to six months leave with full pay to complete their projects."

Working from her new headquarters — an office space on 8-Moffitt shared with transplant coordinator Amy Peele — Suzy currently is busy getting the wheels turning. Part of her plan is to present several community-oriented Bay Area organizations — Wells Fargo and UCSF included — with proposals for promoting organ donation among employees.

She wants to encourage people not only to sign donor cards, but to discuss their preferences with family members. "Since the next-of-kin makes the ultimate decision," says Suzy, "the chances for organ donation are greatly increased if the family has been made aware of a person's positive feelings about it."

Mikkel Aaland

Suzy Coxhead (foreground) and her new colleagues, transplant coordinators Lisa Tulman and Amy Peele

She says a Gallup Poll conducted last year shows the vast majority of the population is in favor of a program of organ donation, but only 17% said they would donate their *own* organs. "With the tens of thousands of people out there waiting for some type of organ or tissue, we obviously have to do something about bringing the other 83% around," says Suzy.

She feels she personally can make some important impact during her six months, especially since the timing of her project coincides with other promotion activities.

The Boy Scouts, for instance, have made organ donation promotion the focus of their "Good Turn" project for this fall. (Suzy is serving as the Med Center's liaison for the project.) Also, President Reagan has put organ donation promotion among his list of medical priorities. And with the passing of the "required request" law in California, hospital staff now are required to present to families of the deceased the option of organ donation.

"You can see," says Suzy, "I've got some powerful forces on my side."

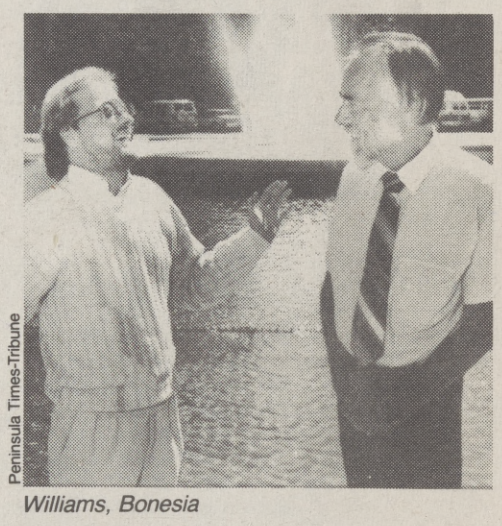
Extraordinary Pair

Mark Williams of Mountain View and Louis Bonesia of Gilroy issued a joint plea at an August 29 news conference: They want the public to know of the desperate need for organ donations.

They're good ones to talk. Each is the recipient of both heart *and* kidney transplants. In fact, the two men are the only known living recipients of the dual transplantations.

Bonesia received his heart at Stanford 12 years ago and the kidney transplant here last year. Williams received both transplants this last July at Stanford, where UCSF's Nicholas Feduska traveled to do the kidney transplant.

Both men say they have no regrets about their operations; they are enjoying their lives. And, as Williams says, he's doing his bit now "because someone else gave me the chance."



Peninsula Times-Tribune

Williams, Bonesia

Any Book Buddies Out There?

Have a passion for children's literature and/or storytelling? Here's a chance to (a) get some first-rate training in reading and storytelling techniques, and (b) put your knowledge and interest to work.

Thanks to a full grant approval, the SF Public Library's Book Buddies program will expand to new sites — including our ACC Pediatric Specialties Clinic. Now we need lots of volunteer Book Buddies to bring the program alive.

If you or someone you know likes books and kids and can spare three to four hours a week, call our Volunteer Office, x61196. (The first training session begins the first week of October, so act quickly.)

. . . or Magazine Mongers?

Instead of filling up your garbage can with your previously read and reasonably recent periodicals, why not bring them in to our Volunteer Office?

Think of the consequences! Our patients and visitors will be made happy with the reading material, and you will have done a good deed simply by getting rid of your garbage. (Paperbacks welcomed, too)

Hate to See You Go

. . . That pretty much summed up the feeling of dozens of well-wishers at a good-bye party for Finance's Rick Nielsen (left), joined here by Phyllis McKown of Hospital Disbursements and Richard Roginski of Medical Center Administration. Rick is leaving his position as director of Professional Activity to become the director of Professional Fee Management for the Northwestern University Faculty Practice Plan.

Dawn Finch

Med Center Billing Goes High Tech

Mikkel Aaland

Some of our "Charmers": (front row, left to right) Jean Jackson (kneeling), Leo Jackson, Alexander Lo, Rufus Battles and John Volz; (middle row) Maria Estrada, Angel Villorente, Victoria Lee, Desmond Grogan, Suzanne Williams, Edie Roberts and Bob Pierce; (back row) Jan Horst, Archie Prestridge, Tony Leong, Paul Porter, Frank Kirk, Thom Healy, Bob Bennett, a grimacing Raya Morrad and, way back behind Bob, James Touvell. (If you see Jean, Jan, Bob or James in person, you may be surprised to find their heads are not stretched out of shape as the fish-eye camera lens would have you believe.)

If you've been anywhere near the fifth floor of CED during the past year or so, you probably sensed something *major* brewing. You probably also heard the name "CHARMS" project connected with the activity.

Yep, that's it: CHARMS, the buzzword of the Med Center financial set. It stands for "Clinics and Hospitals Admissions and Receivables Management Systems."

That translates to the complete redesigning of our billing system — which means taking our 1968-style, non-integrated computer system and turning it into an integrated, on-line, common data-based system that should take us well into the '90s.

Further translated, it means CHARMS will coordinate information from all departments associated with patient billing, including admissions, outpatient registration, medical records, patient accounts and related services (radiology, pathology, etc.). As information is entered into the system, it immediately will become available to all users. In short, it will improve our data flow in leaps and bounds and revolutionize our billing efficiency.

As it is now, parts of our billing system are computerized, but the on-line capability, i.e., the immediate availability of data, does not exist. Data becomes backlogged, and so does our billing.

The project, which falls under the auspices of our Hospital Information Systems Department (HISD), has involved a monumental amount of work. "In fact," says CHARMS manager Suzanne Williams, "in projecting what it would involve, we divided the whole thing into various stages of planning, designing, programming, testing, training and then finally conversion. That way, as each stage reaches completion, we see ourselves finishing something."

About 15 people work on CHARMS full time. But since the project first began about three years ago, Suzanne estimates as many as 60 or 70 people have contributed to the various stages, as needed.

"Something rather unique about the way we've conducted this whole process," says Patient Accounts manager Rufus Battles, "is the heavy involvement of the people who eventually will be using the system." Two people from Accounts Receivable — Leo Jackson and Albert Gee — work full-time on the project. And throughout each stage, representatives from all departments involved have provided input to ensure the ultimate "userability" of the system.

When will the whole thing be ready to go?

"We're saying 90 days from the date we have a stable software product," says Rufus. They're getting within weeks of the "stable product" now — which will result when the initial testing is complete.

Then begins the training process. And then ... an anticipated five-day conversion will culminate all these months of hard work.

"As we begin to approach the end stages, people in the project are saying, "Is there life after CHARMS?" chuckles Suzanne.

"The truth of it is, CHARMS will be around long after the initial conversion. Even after the conversion settles into smooth operation, there still will be system maintenance. So CHARMS may fade, but it will never disappear."